DOCUMENT RESUME

ED 328 955 EA 022 637

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TITLE The Personnel Evaluation Standards: How To Assess Systems for Evaluating Educators.
REPORT NO ISBN-0-8039-3361-4
PUB DATE 91
NOTE 209p.; Developed by the Joint Committee on Standards for Educational Evaluation.
AVAILABLE FROM Sage Publications, Inc., 2455 Teller Road, Newbury Park, CA 91320 ($14.95).
PUB TYPE Guides - Non-Classroom Use (055) -- Information Analyses (070) -- Tests/Evaluation Instruments (160)

EDRS PRICE Document Not Available from EDRS.
DESCRIPTORS *Administrator Evaluation; Elementary Secondary Education; Evaluation Criteria; Higher Education; *Personnel Evaluation; *Personnel Management; *School Personnel; *Standards; *Teacher Evaluation

ABSTRACT

Evaluation of personnel is an essential means of ensuring quality in education. However, evaluations of teachers and administrators have often been divisive and counterproductive. This book is the product of a collaborative effort by 14 professional associations as a guide for assessing or developing systems for evaluating education personnel at all levels. It presents and elaborates 21 standards. Each standard provides a summary description of the principle involved, a discussion of its key concepts and importance, guidelines for carrying it out, common mistakes to be avoided, and one or more illustrations of how the standard applies in particular evaluative situations. The 21 standards are divided into 4 general categories: propriety, utility, feasibility, and accuracy. After an introduction, part 1 is a straightforward presentation of the 21 standards. Part 2 presents and illustrates an approach for applying the standards. Appendixes describe the development of the standards; the steps and forms for citing them; a listing of the participants in the development of the standards; a glossary of relevant terms; the bibliography; indexes to the roles, institutions, purposes, and personnel actions addressed in the illustrative cases; and a subject matter index. (135 references) (MLF)

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